

Article - Public Utilities

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§18–211.

This subtitle and any agreement made under it may not impair the right and responsibility of the Commission to:

- (1) determine the overall budget and mission of the Commission;
- (2) maintain and improve the efficiency and effectiveness of operations;
- (3) determine the services to be rendered and the operations to be performed;
- (4) determine the location of facilities and the overall organizational structure, methods, processes, means, job classifications, and personnel by which operations are to be conducted;
- (5) direct and supervise employees;
- (6) hire, select, and establish the standards governing promotion of employees and classify positions;
- (7) relieve employees from duties because of lack of work or funds or when the Commission determines continued work would be inefficient or nonproductive;
- (8) take actions to carry out the missions of government in situations of emergency;
- (9) transfer and schedule employees;
- (10) determine the size, grades, and composition of the workforce;
- (11) set the standards of productivity and technology;
- (12) establish employee performance standards and evaluate and assign employees, except that evaluation and assignment procedures may be a subject for collective bargaining;

(13) make and implement systems for awarding outstanding service increments, extraordinary performance awards, and other merit awards;

(14) introduce new or improved technology, research, development, and services;

(15) control and regulate the use of machinery, equipment, and other property and facilities of the Commission, subject to § 18–207(a)(6) of this subtitle;

(16) maintain internal security standards;

(17) create, alter, combine, contract out, or abolish any job classification, department, operation, unit, or other division or service;

(18) suspend, discharge, or otherwise discipline employees for cause, subject to the grievance procedure stated in the collective bargaining agreement or as provided by law; and

(19) issue and enforce rules, policies, and regulations necessary to carry out this section and all other managerial functions that are not inconsistent with federal or State law or the terms of a collective bargaining agreement.

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